Ref #	Hits	Search Query	DBs	Default Operator	Plurals	Time Stamp
L1	22	(matrix or matrices) SAME ((job or jobs) NEAR2 (function or functions or description or descriptions))	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:33
L2	45	pebble$.as.	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:11
L3	30	(profil$4 NEAR4 (business or businesses or company or companies or organization$2)) SAME ((job or jobs) NEAR3 (function$2 or description$2))	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:18
L4	30	3 not 1	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:17
L5	359	document$7 NEAR5 ((job or jobs or work) NEAR3 (function$2 or task or tasks or description$2))	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:18
L6	374	document$7 NEAR5 ((job or jobs or work) NEAR3 (function$2 or task or tasks or description$2 or abstract$2 or summary or summaries))	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:18
L7	5	6 AND (profil$4 NEAR4 (business or businesses or company or companies or organization$2))	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:20
L8	26	6 AND ((assess$6 or evaluat$6 or profil$4) NEAR4 (business or businesses or company or companies or organization$2))	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:20
L9	11	(matrix or matrices) SAME outsourc$4	US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB	OR	OFF	2005/03/22 16:23

| | L10 | 8 | (employee$2 or worker$2) NEAR4 (enter$4 or input$4 or prompt$4 or wizard$2) NEAR5 ((job or jobs or task or tasks or assignment$2) NEAR4 (function$2 or description$2 or abstract$2 or summary or summaries)) | US-PGPUB; USPAT; EPO; JPO; DERWENT; IBM_TDB | OR | OFF | 2005/03/22 16:35 |

Your SELECT statement is:
    s pebble()profiler

            Items   File
            -----   ----
    Examined 50 files
    Examined 100 files
    Examined 150 files
            1   226: TRADEMARKSCAN(R)-US Fed_OG 050315/AP 050317   —kurt
    Examined 200 files
    Examined 250 files
    Examined 300 files
    Examined 350 files
    Examined 400 files
    Examined 450 files
    Examined 500 files
    Examined 550 files

1 file has one or more items; file list includes 565 files.

06459773
PEBBLE PROFILER
      INTL CLASS: 9 (Electrical & Scientific Apparatus)
      STATUS: Registered; Intent to Use - Application
      USPTO STATUS: Registered - November 30, 2004
      GOODS/SERVICES: (INT. CL. 9) DATABASE SYSTEM COMPRISED OF
        COMPUTER SOFTWARE THAT IDENTIFIES AND MEASURES THE FUNCTIONS
        BEING PERFORMED BY PERSONNEL IN AN ORGANIZATION
      SERIAL NO.: 76-459,773
      FILED: October 21, 2002
      REG. NO.: 2,905,564
      REGISTERED: November 30, 2004
      FIRST USE: October 14, 2002 (Intl Class 9)
      FIRST COMMERCE: December 10, 2002 (Intl Class 9)
      PUBLISHED: September 7, 2004
      ORIGINAL APPLICANT: PEBBLE, INC. (California Corporation), 11870
        WASHINGTON PLACE, #403, LOS ANGELES, CA (California), 90066
      OWNER AT PUBLICATION: PEBBLE, INC. (California Corporation),
        11870 WASHINGTON PLACE, #403, LOS ANGELES, CA (California),
        90066
      ORIGINAL REGISTRANT: PEBBLE, INC. (California Corporation), 11870
        WASHINGTON PLACE, #403, LOS ANGELES, CA (California), 90066
      FILING CORRESPONDENT: LINDA B. TAKAHASHI, NARVID SCOTT SCHWARTZ &
        FRANGIE, LLC, 15060 VENTURA BLVD STE 490, SHERMAN OAKS CA
        91403-2423
      DISCLAIMS: PROFILER
      HISTORY: November 30, 2004 REGISTERED-PRINCIPAL REGISTER
        September 7, 2004 PUBLISHED FOR OPPOSITION
        August 18, 2004 NOTICE OF PUBLICATION
        June 23, 2004 APPROVED FOR PUB - PRINCIPAL REGISTER
        May 21, 2004 CORRESPONDENCE RECEIVED IN LAW OFFICE
        May 21, 2004 CORRESPONDENCE RECEIVED IN LAW OFFICE
        May 21, 2004 TEAS RESPONSE TO OFFICE ACTION RECEIVED
        February 19, 2004 NON-FINAL ACTION E-MAILED
        February 19, 2004 USE AMENDMENT ACCEPTED
        January 9, 2004 CORRESPONDENCE RECEIVED IN LAW OFFICE
        January 12, 2004 EMAIL RECEIVED
        January 12, 2004 EMAIL RECEIVED
        December 5, 2003 NON-FINAL ACTION MAILED
        November 7, 2003 AMENDMENT TO USE PROCESSING COMPLETE
        September 29, 2003 USE AMENDMENT FILED
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        September 29, 2003 PAPER RECEIVED
        March 28, 2003 NON-FINAL ACTION MAILED
        March 6, 2003 ASSIGNED TO EXAMINER

```
Your SELECT statement is:
    s (ted(2n)margison) and pebble

            Items   File
            -----   ----
        Examined  50 files
        Examined 100 files
        Examined 150 files
        Examined 200 files
        Examined 250 files
        Examined 300 files
        Examined 350 files
        Examined 400 files
        Examined 450 files
        Examined 500 files
        Examined 550 files

    No files have one or more items; file list includes 565 files.
```

```
Your SELECT statement is:
   s pebble()inc

         Items    File
         -----    ----
    Examined  50 files
    Examined 100 files
          1    148: Gale Group Trade & Industry DB_1976-2005/Mar 22
    Examined 150 files
          2    225: DIALOG(R):Domain Names   1997 - Sep. 2004
    Examined 200 files
    Examined 250 files
         16    416: DIALOG COMPANY NAME FINDER(TM)_2005/Feb
    Examined 300 files
          1    492: Arizona Repub/Phoenix Gaz_19862002/Jan 06
          1    500: Extel Intl Financl Cards_1992-2005/Mar W3
          7    515: Dun`s Elec. Bus. Dir.(TM)_2004/Dec
          7    516: D & B - Duns Market Identifiers_2004/Dec
          3    519: D&B-Duns Finan.Records Plus(TM)_2005/Jan
          1    531: ABD data By InfoUSA_Feb/2005
    Examined 350 files
         12    545: Investext(R)_1982-2005/Mar 22
          2    547: Experian Business Credit Profiles_2005/Feb W4
    Examined 400 files
    Examined 450 files
          2    706: (New Orleans)Times Picayune_1989-2005/Mar 22
    Examined 500 files
    Examined 550 files
          2    980: Sarasota Herald-Tribune_1996-2005/Mar 21
          1    990: NewsRoom Current_Nov 1 -2005/Mar 22
          1    991: NewsRoom 2004 Jan 1-2004/Oct 31
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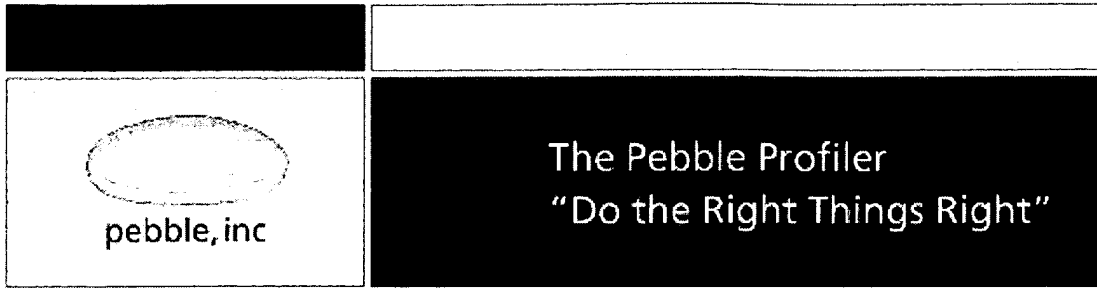
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Welcome to Pebble, Inc.
creators of the most cost-effective and efficient organization profiling software.

Who needs organization profiling software? It comes back to the old adage that "you can't manage what you can't describe." Excellent control in execution of strategy comes from knowing what is being affected and how. Pebble Profiler not only gives you the big picture, but also the necessary supporting detail. Any organization integration, major reorganization, major software implementation, and / or new strategy implementation needs Pebble Profiler to reduce risk, speed up the effort and improve results.

Pebble Profiler is a unique new software tool that fully documents every employee's work by using smart-prompt interviews that take only a few hours on their web browsers. It then uses that information to 'profile' how work actually flows through the entire organization! This process is called discovery, and the end product is called an organization profile.

What this amounts to is a revolutionary ability to reveal, shape and monitor an organization's capacity to do the right things the right way, down to the last individual. Pebble Profiler drastically reduces the discovery time to flowchart organizational units and supply chain processes! The visibility that Pebble Profiler provides encourages what-if analysis for optimum revision of existing processes or design of new ones prior to implementation. With Pebble Profiler, it is now practical to keep refining processes until the desired results are obtained, because it is no longer prohibitive to repeat the discovery process. In summary, Pebble Profiler provides you the right information and control for an improved chance of success, of having that big payoff.

Since it is an 'employee-centric' discovery tool, Pebble Profiler uncovers disconnects within the organization, like islands of isolated effort, which do not contribute to the organization's goals. By revealing low-hanging fruit for improvement, Pebble

Profiler provides quick payback. Your organization is empowered to fix broken processes and consciously redesign weak ones to implement strategy and eliminate waste.

Check out our demos with swim lane diagrams and flowcharts to see how Pebble Profiler works, and what it does!

* Patent Pending
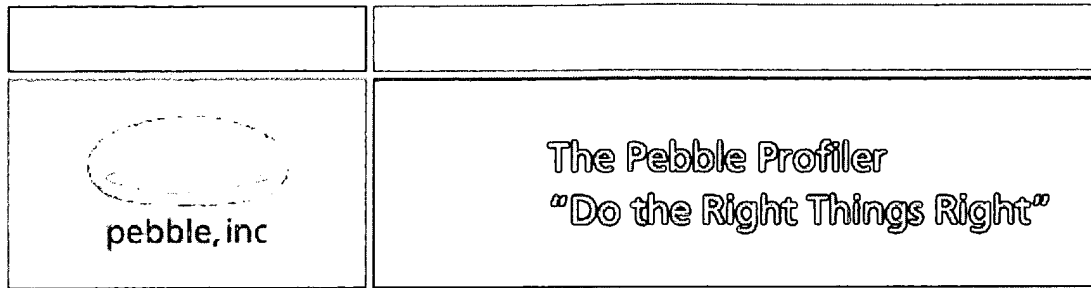
pebble, inc	The Pebble Profiler "Do the Right Things Right"

Pebble Profiler Features

Define Hierarchies For an Organization
A user, or system administrator, sets up an organizational structure in the profiling system. The 'User organization', the organization that is licensed to use the system, may be a holding company with subsidiaries, or it may be a business unit of a larger organization. Pebble Profiler allows you to define parent and subsidiary organizations as they relate to the User organization. Moreover, the profiling system can support any number of hierarchies within their organization, using their unique terminology for each hierarchical level—such as divisions and departments—within their organizational structure. The same structuring can also be applied to their external organizations, such as customer organizations, suppliers and business partners.

Define Organization Locations
The profiling system allows you to define an organization's physical locations, buildings, floors, and sections. It also allows you to assign a role to each physical location to model the actual physical and functional structure, and in the unique terminology of the organization being profiled.

Profile Users & Contacts
A User, or system administrator, can set up records providing contact information for the User. The User can then enter similar information about other people they interact with who are not Users, for example, vendors or another individual within their organization. This information is used to provide detailed workflow information by defining inputs and outputs for each process of an organization.

Define Business Transaction and Infrastructure Processes
The profiling system addresses both business transaction and infrastructure processes. Business transaction processes are the daily operational processes such as recording a sales order, shipping an order and issuing an invoice. Infrastructure processes are those that develop and manage the infrastructure for an organization.

Pebble Profiler allows each User to define each process that he or she performs. The User defines a number of parameters about each process, such as the inputs and outputs, frequency, drivers of the inputs and outputs, work time and elapsed time. This and other information allows the profiling system to analyze the efficiency and effectiveness of processes and organizational workflows.

Define Process Inputs and Outputs
Organizations usually link processes into an overall workflow. A process is a sequence of tasks performed by one or more workers to accomplish a task. Each process usually has inputs and outputs. The input to a process can be the output from a prior process and the output of a process can be the input to the next process downstream.

Each business process may use one or more inputs and may generate one or more outputs. For example, the inputs to an invoicing process may include an order from a customer and confirmation that the product has been shipped. The output of the process may be an invoice mailed to the customer. The profiling system allows the User organization to model the inputs and outputs of all its processes to identify disconnects as well as other opportunities for improvement.

Users can identify the entities with which the processes interact. The source or destination of an input, or output, may be a person, system, business function, location, external organization or any other type of entity. By defining the source and destination of each input, and output, the profiling system can model workflows through an organization and across organizations, as well as individual processes.

Define Drivers of Process Inputs and Outputs

An example of a "driver" for an input may be the shipping clerk inputting information into a computer system that "confirms" the details of a shipment. The driver of an output may be an accountant "approving" an invoice that should be sent to a customer. The profiling system allows the User organization to model drivers of inputs and outputs that determine the frequency and dependency of process inputs and outputs.

Analyze Workflows

The Analyst Workbench identifies workflow links and provides you with considerable power and flexibility in reviewing workflows, including swim lane diagrams and flowcharts. These can be at any level of the organization, or even by customer or supplier.

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"Do the Right Things Right"**

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PebbleProfiler Provides Many Benefits

Improve Integration
- Reduce the time demands on already busy personnel.
- Cut discovery time to weeks. Find out exactly what work is being done by whom.
- Avoid painful surprises. Get full disclosure of all processes and workflow detail.
- Quickly find opportunities to make gains.

Improve an Organization's Operations
- Identify real versus perceived issues by profiling ALL of an organization's activities.
- Reduce the time to start making improvements from weeks, or months, to days.
- Reduce disasters and failures.
- Increase an organization's gains.

Implement a New System for Less Time and Money
- Reduce system implementation from months to weeks or days.
- Dramatically reduce costs.
- Reduce disasters and failures.

Improve an Existing System for Less Time and Money
In time, many organizations experience "application erosion" *, where an existing application no longer fits current users. This can happen because previous users did not pass on necessary information to current users or because of changes in operations. When the system is out of alignment with the organization, users tend towards ad-hoc, work-around solutions that get the job done but in the process, can introduce damaging errors. At such a point, most companies undertake a search for a new system when in fact the existing system could address the issues faster, cheaper and without the trauma of a new system.
- Improve an organization's current system and save time, money and training for a new system.
- Quickly identify an organization's high-risk areas.
- Quickly replace ad-hoc solutions with more efficient, robust solutions.
- Continually re-align the system as organizational changes occur.

Improve an Organization's Personnel Workflow and Tracking
- Stay current on all job functions.
- Build detailed, up-to-date guides on job functions of all employees.
- Avoid errors by fill-in or temporary employees.
- Reduce training time and costs.
- Reduce overall errors and delays.
- Improve performance.

*For more information on "application erosion" you can view the following articles by Olin Thompson:

- <u>Application Erosion</u>
- <u>Application Erosion Part2: More Causes and Cures</u>

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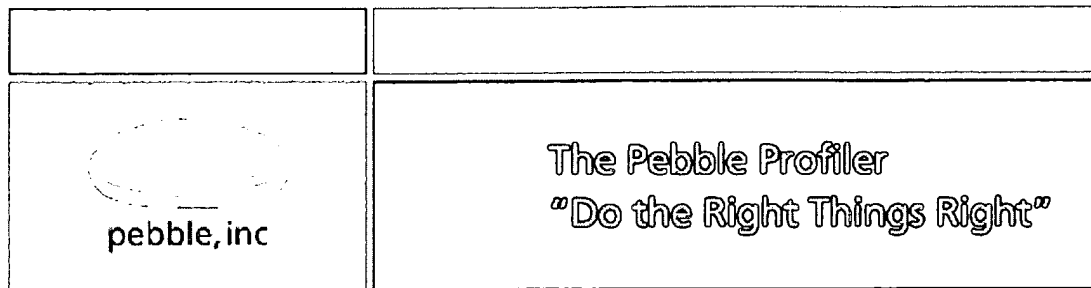
Pebble Profiler – An Overview

Why Organizations Need More Efficient Profiling
Deficiencies, miscommunications and disconnects exist in all organizations—even in those that think they run a tight ship. More often than not, an organization perceives that it functions perfectly but when it tries to implement a new system or change an existing one, it meets with chaos. Why is this?

There is a saying that if you ask five people how they do something you will get five different answers. Outdated modes of profiling an organization take months and hundreds of thousands, even millions, of dollars to implement, just to profile a small percentage of personnel. Plus, the systems are so complicated that you're bound to get varying results to the same queries, depending upon:
• Who was interviewed.
• The perceptions or misconceptions of the person interviewed.
• Other biases of the person interviewed.
• Misinterpretations or misunderstandings on the part of the profiler.

Then there's the "as intended" approach to profiling where a company thinks that by virtue of having job descriptions it has an accurate profile. Wrong.

Pebble Profiler: The Right Solution
• Employee-centric approach to profiling
• The fastest way to gather information accurately
• Reveals infrastructure issues
• Employees can update information in real time, as organizational changes occur.

Whether implementing a new system or making improvements to a current one, it is important to first understand an organization's processes accurately. Utilizing an "employee-centric" approach, Pebble Profiler offers a competitive edge as the fastest way to gather information about employees to identify who, what, where and how processes are implemented throughout their entire organization. Pebble Profiler captures and analyzes an organization's work processes, profiling every possible user quickly and cost-effectively. You get an accurate profile that allows you to surface discrepancies independent of personnel perceptions. The focus then shifts from how good a system is, to the real issue of first exposing and solving an organization's core issues.

As an added benefit, accurate profiling minimizes workflow interruption, should an employee or work group be absent or otherwise unable to perform their duties.

How it Works Step-by-Step
1. Establish the scope, objectives and key issues for your profiling project.

2. Determine if any support tables (pre-defined option values) need to be adjusted for their organization. The system can be used without this step but it helps to ensure that the organization gets the desired results.

3. Install the system on web-server.

4a. Train a few trainers who can help other users as they begin using PebbleProfiler.

4b. Provide overview training for the organization's personnel. There is little maintenance once the system is in place, as the Pebble Profiler's unique Q&A approach is easy to understand.

5. Your organization's personnel enter their information into the system, describing what functions they do and how they do them.

Then you use the Analyst Workbench to analyze and review employee-processes.

The primary function of the workbench is to convert the individual employee-processes to workflows. The workbench engine links outputs from one employee-process to inputs for other employee-processes and evaluates the connection quality. You can review the connections at the detailed level and export the data to Excel for easier manipulation and review, or put the data into graphical form.

The workbench provides graphical depiction of workflows in two forms: Swim Lane diagrams and process-level diagrams. The Swim Lane feature allows Analysts to model an entire supply chain by identifying flows between external entities and internal operations. Lanes can be 'organizational units' (such as organizations or departments), systems, or business relationships (such as customers or suppliers).

Reports in the workbench give you the details on the processes performed by the employees and allow you to compare employees who perform a particular function or find where the real operating data for the processes exists. You can customize the reports quickly and easily or use a third party report-write to create additional reports.

You can identify opportunities for improvements by creating reports to identify non value-added activities and by reviewing the connection quality of the workflows. The workbench presents connection quality graphically to facilitate selecting areas to address.

How Long Does it Take?
Steps 1-4: two to three weeks.
Step 5: one to three week.
Total: Four to six weeks.
Note: turnaround times are approximate and are based on organizations that aggressively implement their profiling plan.

* Patent Pending

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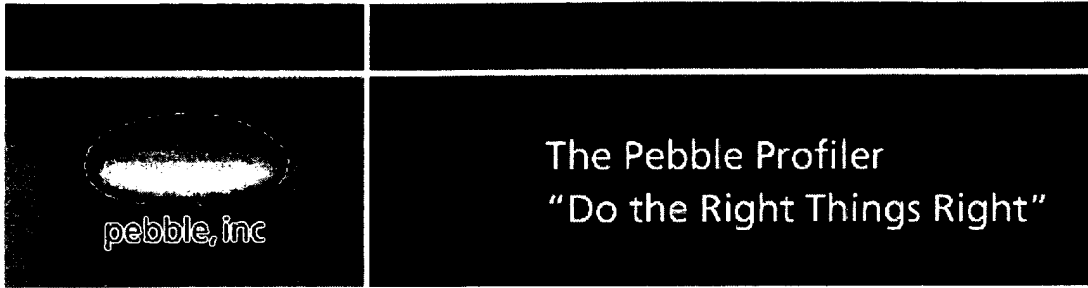
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The Pebble Profiler
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Welcome to Pebble, Inc.
creators of the world's most cost-effective and efficient profiling software to improve the operations of any organization.

Whether you need to implement a new system at a fraction of the time and cost of typical implementations, help an organization make better use of their current system or improve operations, Pebble Profiler can identify how an organization truly operates and the issues that need to be addressed for success. Pebble Profiler addresses both business transaction and infrastructure processes. From processing sales orders, to helping organizations determine their strengths and weaknesses, Pebble Profiler has the advantages to increase any organization's productivity and bottom line by helping them to see whether or not they're doing the right things right.

What is Doing the Right Things Right?
By definition, successful organizations do the right things right. "Doing the right things" means providing value to those that can affect the success of an organization, and receiving value in return. "Doing things right" means providing and receiving value without wasting effort or resources. Any activity that does not directly support "doing the right things right" is not adding value. Pebble Profiler can help an organization understand what it needs to do to be successful.

"Injecting technology into a company without process and organizational change creates waste and chaos.

I've been analyzing technology spending in Global 3,500 companies for more than 20 years. One dynamic has remained consistent: many companies spend on technology and fail to generate returns or positive impact on their business. Paradoxically, they expend time and money and increase confusion and pain."

.... George F. Colony, CEO of Forrester; My View: Naked Technology - August 2002.

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tool Pecking ... "splintered piece") pinger (or boomer **profiler**) pipestone piston ...
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... Previous message: [Sci.nanotech] Thin bond oxide roughness measurement with optical
profiler. ... of my supervisor, Dr Wuzong Zhou, if you put a **pebble** in a river ...
venusia.golgothe.net/pipermail/ sci.nanotech/2004-April/000960.html - 5k - Cached - Similar pages

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... **Pebble Profiler** (USA) Charter Member. ProcessGuru -BestProcess Suite of Products
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... The PERSONAL HOLIDAY **PROFILER** will launch in 2005. ... Beyond Skala, the port of Poros
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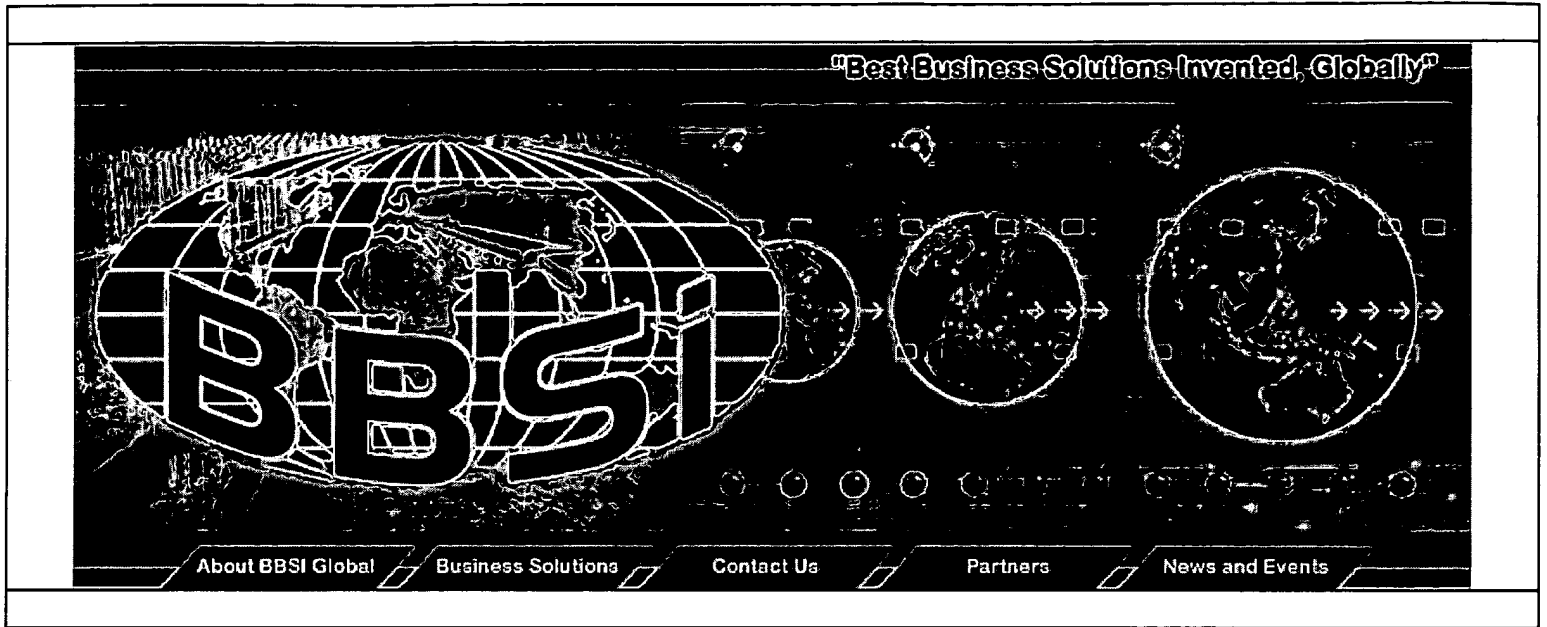
Belco AS Lysutstyr - Fresneller
... Veil pris : 2 335,-. Spot 300/500 **Pebble**-Convex # 140601. Veil pris : 2 260,-. ... Veil
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